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IMPACT INFORMATION CENTER

SPECIAL REPORT #1

MINORITY HIRE AND ALASKA HIRE ON THE PIPELINE

by

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February 1, 1975

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INTRODUCTION

Minority hire and Alaskan hire on the trans Alaskan oil pipeline project have been controversial subjects since the construction project began. The Fairbanks North Star Borough's Impact Information Center has received requests both from its citizen's Impact Advisory Committee and from others to report on the minority hire and Alaskan hire situations in relation to the pipeline.

All participants in the hiring arenas agree that there simply isn't any reliable information on the levels of minority and Alaskan participation in the pipeline construction project. Furthermore, an incredible amount of information must be assimilated just to understand the systems involved in minority hire and Alaskan hire.

This report is intended as a "primer". It attempts to identify the entities involved in the hiring situation and to consider various problem areas. The report begins with summaries of the legal basis for minority hire and Alaska hire and the revelant documents dealing with those subjects. Next is an assessment of the hiring situation based upon available information. The third part looks at job training as it affects the number of Alaskans qualified to work on the pipeline construction project. This is followed by a review of the job placement systems, primarily the labor unions. The final segment provides an analysis of the information in the report and some conclusions. To make the report more useful to persons seeking pipeline-related employment, addresses and phone numbers of some of the agencies mentioned in this report are presented in an appendix.

Because of its length, this report is being issued as Impact Information Center Special Report No. 1. Although the report attempts to be as broad as possible, it is not comprehensive. It may, however, give enough background information to enable interested persons to follow developments in the minority hire and Alaskan hire scenes. It is anticipated that this report will be revised and up-dated through brief entries in the regular Impact Information Center reports. The Impact Information Center invites any corrections that may be warranted. They will be noted in subsequent regular IIC reports.

MINORITY HIRE AND ALASKA HIRE DOCUMENTS

Minority Hire and Alaska Hire Laws

Both the federal government and the Alaska state government have laws protecting minority persons from discrimination in hiring. In addition, Alaska laws regarding public contracts stipulate that Alaska residents shall be preferred in hiring. Both these general laws and specific laws relating to the trans Alaska oil pipeline construction are reviewed and salient points summarized here.

1964 Civil Rights Act. Title 7 of the 1964 Federal Civil Rights Act bans discrimination in hiring and in promotion on the job. The U.S. Equal Employment Opportunity Commission (EEOC) was established to enforce this part of the law. In 1972, the EEOC was given the authority to sue directly employers and unions allegedly violating law, rather than going through the Attorney General's Office.

State Laws against Discrimination. Title 18 of the Alaska Statutes includes laws against discrimination. Section 18.80.220 deals with unlawful employment practices. It prohibits discrimination by employers, labor organizations, and employment agencies. The Alaska State Human Rights Commission was established to enforce this law.

State Contract Laws. Title 36 of the Alaska Statutes, entitled"Alaska Public Contracts,"provides in Section 36.10.010 that state contracts must include a resident employment preference stipulation. It requires that "95 percent residents shall be employed where they are available and qualified." The state Dept. of Labor is responsible for enforcing this law with the assistance of the state Attorney General's Office.

State Land Laws. Public Lands Laws, Alaska Statutes Title 38, provides in Chapter 40 that all state oil and gas leases and right-of-way leases, which are granted by the Dept. of Natural Resources, must include provisions requiring the hiring of qualified residents, prohibiting discrimination and requiring compliance with the Alaska Plan. According to Title 38, the Dept. of Labor and the Dept. of Natural Resources are responsible for enforcing this law. If the Dept. of Labor finds that the lease holder is not in compliance with the provisions of this law, the Dept. of Natural Resources may invoke the following penalties: raise rent on the land; halt all or any portion of the project; stop payments on contracts within the state; remove ability of a person to contract with the state or its political subdivisions; require non-compliance payments to the state at 7½ times the wages times the number of hours not worked by Alaska residents; seek an injunction.

Provisions of the Public Land Laws are included in the state right-of-way leases for certain pipelines. In January, 1974, a State Pipeline Coordinator was appointed within the Dept. of Natural Resources to oversee all aspects of trans Alaska oil pipeline construction within state jurisdiction. On March 11, 1974, the Commissioner of the Dept. of Natural Resources delegated all of his authority in relation to the pipeline to the Pipeline Coordinator. The Pipeline Coordinator and his staff were then moved to the Office of the Governor. Thus, enforcement of Title 38 in relation to oil pipeline construction is now the joint responsibility of the Dept. of Labor and the State Pipeline Coordinator.

Other Legal Protection. A 1973 federal appeals court decision held that a union that discriminates on the basis of race isn't entitled to the benefits of the National Labor Relations Act which is administered by the National Labor Relations Board (NLRB). In a more recent decision, an administrative law judge ruled that unions charged with discrimination can receive the benefits of the NLRB if they can show that they have been participating in an affirmative action plan to increase minority participation in apprenticeship programs.

Alaska Pipeline Law. U.S. Public Law 93-153, Title II, Trans Alaska Pipeline Authorization Act, Sec. 403 establishes non-discrimination standards for the project and requires the Alyeska Pipeline Service Company to submit an affirmative action plan which must be approved by the Dept. of Interior. Enforcement of this law is the responsibility of the Federal Contract Compliance Office of the Dept. of the Interior.

In addition, both state and federal governments have leased land. The terms of the contracts include hiring provisions in accordance with the laws and those contracts are subject to legal protection. A Federal Authorized Officer, appointed by the Secretary of the Interior, is responsible for assuring compliance with the federal agreements. And, the State Pipeline Coordinator, appointed by the Governor of Alaska, is responsible for the state agreements.

The Alaska Plan

Legal Basis. Executive Order 11246, Equal Employment Opportunity, issued by President Lyndon B. Johnson on Sept. 24, 1965, elaborates on Title 7 of the 1964 Civil Rights Act. Part II of this order is entitled "Nondiscrimination in Employment by Government Contractors and Subcontractors". It requires that all government contracts include seven paragraphs providing that the contractor: will not discriminate against any

employee or applicant for employment because of race, color, religion, sex, or national origin; will take affirmative action to ensure employment of minorities and women; will notify labor organizations of this commitment; and will furnish information and reports to the Secretary of Labor for purposes of investigation and compliance. Contractors are required to insert the same seven paragraphs in every subcontract. It further specifies that labor unions participating in contracts must file compliance reports.

The Executive Order requires subcontractors and labor unions to submit a statement that they will "affirmatively cooperate in the implementation of the policy and provisions of this order or that it consents and agrees that recruitment, employment, and the term and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order."

Sec. 207 directs that "The Secretary of Labor shall use his best efforts, directly and through contracting agencies, other interested Federal, State, and local agencies, contractors, and all other available instrumentalities to cause any labor union engaged in work under Government contracts or any agency referring workers or providing or supervising apprenticeship or training for or in the course of such work to cooperate in implementation of the purposes of this Order."

Penalties for failing to comply with the order include cancelling or suspending contracts, civil and/or criminal suits, and prohibitions against future contracts until compliance requirements are satisfied. However, before these penalties may be invoked, each contracting agency must "make reasonable efforts within a reasonable time limitation to secure compliance...by methods of conference, conciliation, mediation, and persuasion."

Sec. 211 gives the Secretary of Labor the option of requiring contracting agencies not to enter into contracts with any bidder unless the bidder or prospective contractor has satisfactorily complied with the provisions of this Order or submits a program for compliance acceptable to the Secretary of Labor.

And Sec. 301 states that the provisions in Executive Order 11246 apply to both direct contracts and cases in which the federal government gives financial assistance through grants, contracts, loans, insurance, or guarantees. This includes nearly all major construction projects.

In summary, the effect of Executive Order 11246 is to force participants in the construction industry to show that they have not and are not engaging in discriminatory practices by demonstrating that the level of participation by minority group members in unions and contracting firms is the same as the level of minority group persons in the population as a whole. If this cannot be demonstrated, the unions and contractors are subject to severe penalties unless they actively engage in an affirmative action plan to meet the minority hire goals. At this time, the federal minority hire goal is 20%.

Complementing the federal Executive Order at the state level is Administrative Order No. 18 issued by former Alaska Gov. William A. Egan on Nov. 22, 1972, which elaborates on Alaska Statute 18.80.200 prohibiting discriminatory practices. Section V of this order states:

> "If the contractor or subcontractor meets its affirmative action commitment or if a contractor or subcontractor can demonstrate it has made every good faith effort to meet its commitments, the contractor or subcontractor shall be presumed to be in compliance with this order."

Thus, by both federal executive order and state administrative order, compliance with the anti-discrimination laws may be effected through participation in an acceptable affirmative action plan.

History. The Alaska Plan Policy Board was established in 1969 to formulate an affirmative action plan which would bring unions and contractors in the state of Alaska into compliance with federal anti-discrimination laws. The plan which they developed - The Alaska Plan to Provide Equal Employment Opportunity in the Construction Industry - was approved by the U.S. Department of Labor on March 31, 1972. But it remained unfunded until 1974, when State Sen. John Sackett led the drive to appropriate $100,000 in state funds for the Alaska Plan. The Alaska Plan has central offices in Anchorage with another office in Fairbanks.

Purpose. The purpose of the Alaska Plan is to increase the number of minority persons in the construction industry through the cooperation of unions, contractors and minority group organizations. The Plan establishes a schedule, or timetable, of minority participation goals over a seven-year period with the ultimate goal of equalizing the percentage of minority participation in the construction industry in Alaska and the percentage of minorities in the local population.

Provisions. The Plan calls for recruitment, classification, and training of minority persons in Alaska. Recruitment is to be accomplished by vocational counselling in the high schools, advertising in the communications media, and maintaining relationships with likely sources of minority group persons. Minority persons seeking employment or training in the construction industry are then to be classified by an Ad Hoc Panel on Equivalency which determines whether the applicants have the skills of journeymen, apprentices, advanced trainees, or trainees.

Minority persons classified as journeymen are to be admitted to union membership according to normal procedures and assigned work in the same way as others. Persons who qualify as apprentices, advanced trainees, or trainees are to be admitted to appropriate training programs as openings occur.

The plan establishes a procedure for grievances. Grievances are to be settled by either the Executive Director or a four-person panel including two minority group representatives, one contractor, and one union person. Claims must be brought forward within 30 days of the occurence of the alleged violation and must be settled within 22 days.

To encourage minority businesses, a list of all minority contractors and subcontractors is to be kept by the Alaska Plan Office and made available to all contractors.

The initial plan provides for review and revision of goals. Goals were to have been escalated when the Trans Alaska oil pipeline construction began.

Signators. The Alaska Plan has been a voluntary plan with no legal provisions for enforcement. More than 300 unions, contractors, and governmental agencies have signed the plan indicating their intention to pursue this approach to affirmative action and thereby indicating their willingness to comply with the anti-discrimination laws. If their voluntary actions do not result in significant increases in minority participation in the construction industry, the Office of Federal Contract Compliance may make the Alaska Plan mandatory rather than voluntary.

Parties not signatory to the Alaska plan must submit their own affirmative action plans. The Alyeska Pipeline Service Co., the firm which is responsible for the design, construction, operation and maintenance of the trans Alaska oil pipeline, is not a signator to the Alaska Plan.

Alyeska's Affirmative Action Plan

History. Alyeska Pipeline Service Co., created by a consortium of seven oil companies to build and operate the trans Alaska oil pipeline, was required by the federal Trans-Alaska Pipeline Authorization Act of 1974 to submit an affirmative action plan to the

Dept. of the Interior. However, specific regulations for submission of the plan were not developed until Sept. 23, 1974.

On Oct. 11, 1974, a meeting called by U.S. Sen. Henry Jackson, D-Wash., chairman of the Senate Commitee on Insular and Interior Affairs, was held in Washington, D.C. This meeting was closed to reporters. Black and Latino businessmen attending the meeting contended that because the trans Alaska oil pipeline crosses federal land, minority contractors from throughout the U.S. ought to be brought into the project. They had the support of the Dept. of Commerce's Office of Minority Business Enterprise (OMBE). Alaska representatives, including U.S. Sen. Ted Stevens, maintained that Alaskans ought to come first in minority participation in the pipeline construction.

A second meeting, organized by Pat Mayo, Federal Contract Compliance Officer for the Dept. of Interior, was held in Anchorage on Nov. 13 and 14. This meeting was also closed to the press and the public. It resulted in the formation of the Ad Hoc Minority Business Enterprise Task Force, composed of Alaskan and Outside minority groups and individuals, which issued the following statement:

> "Alaskan natives and other Alaskan minority groups will be given first right to bid on any and all contracts to be let by Alyeska Pipeline Service Company within the boundaries of Alaska."

They called for a task force composed of 1/3 Alaskan natives,1/3 trade associations, 1/6 advocacy groups, and 1/6 at-large, to be funded by the Dept. of Interior at an estimated $750,000 per year for three years. The task force would establish assistance centers for review of bid specifications, evaluate bidding and awarding procedures, initiate joint ventures between minority enterprises and major companies, and identify minority business resources available to Alyeska.

Since minority businesses comprise 4.2% of all businesses in the U.S.,the minority group representatives at that meeting demanded that a minimum of 4.2% of the contract awards for the pipeline project - or $252 million - to go to minority enterprises.

Other demands issued by the Ad Hoc Minority Business Enterprise Task Force included enforcement of existing pipeline minority hire policies.

Following these meetings, Alyeska Pipeline Service Co. was required to file an affirmative action plan by Nov. 23, 1974.

The Plan. Alyeska submitted a plan on Nov. 22, 1974, which provided for $115 million worth of pipeline project work to be contracted to minority firms and publication of a monthly forecast of bidding opportuniites to be made available to minority contractors.

On Dec. 10, 1974, Alyeska was notified by Edward E. Shelton, director of the Dept. of the Interior's Office of Equal Opportunity, that the affirmative action plan which it had submitted was unacceptable and therefore rejected. The main objections to the plan were that the goal for minority contracts was not high enough, and that Alyeska's internal minority hire plan was deficient.

Rejection of the affirmative action plan precipitated further meetings between Alyeska and Dept. of the Interior officials. A second plan was submitted Jan. 12, which increases the minority business goal to $150 million in contracts and business orders. This is still below the $252 million called for by the Ad Hoc Minority Business Enterprise Task Force.

Fragmented Information

As indicated by a review of the laws, the agencies for the enforcement of minority hire and Alaskan hire are many:

U.S. Equal Employment Opportunity Commission
Alaska State Human Rights Commission
Alaska Department of Labor
Alaska Attorney General's Office
Alaska Department of Natural Resources
State Pipeline Coordinator's Office
National Labor Relations Board
Department of Interior's Federal Contract Compliance Office
The Alaska Plan
U.S. Department of Labor
Federal Authorized Officer

Because there are so many agencies responsible for ensuring proper hiring practices, information on minority hire and local hire in Alaska is fragmented. There is no single independent agency assigned to collect information, monitor activities, and publish reports on the hiring situation.

The Alaska Plan attempts to maintain a coordinated monitoring effort, but its voluntary nature means that all information obtained by the Alaska Plan is volunteered by unions and contractors. According to an article in the Anchorage Daily Times, Aug. 20, 1974, "Some groups, such as the Teamsters, have yet to forward any statistics to (Frank) Baily (then executive director of the Alaska Plan) regarding minority quotas."

In order to satisfy local hire requirements, a 1972 state law requires oil and gas lease holders to submit certified payrolls to the state. However, these payrolls have often omitted information about legal residence.

In summary, there is no definitive information available on the actual percentages of minority people, women, and local residents being hired to work on the trans Alaska oil pipeline project. In the absence of definitive information, this assessment of the minority hire and resident hire situation relies on hearings, surveys, and other indicators of the extent to which the target populations are being hired for pipeline jobs.

Surveys and Hearings.

On August 2, 1974, representatives of the state Dept. of Labor, the Alaska Federation of Natives (AFN), Sen. Stevens' office, and labor unions heard complaints in Valdez that sub-contractors on the trans Alaska pipeline terminal facilities had brought crews with them rather than hiring out of local union halls (Anchorage Daily Times, 8/2/74).

On Aug. 16, 1974, the State Joint Legislative Sub-committee on Employment Opportunities and Practices, chaired by Sen. Jess Harris, conducted a hearing in Fairbanks on the subject of Alaska hire for pipeline jobs. According to a report in the Anchorage Daily News (8/20/74), testimony at the hearing included complaints that no more than 3% Alaskans worked for the management contractors in the construction camps; no more than 35% Alaskans worked for the prime contractors and subcontractors; and that unions are sending out "travel cards" inviting members from Outside locals rather than hiring Alaskans.

The first week of Sept., 1974, a survey by a team of state Dept. of Labor officials conducted in eleven camps north of the Yukon River in which 600 workers filled out questionnaires designed to ascertain whether they were Alaskan residents, revealed that 37% of the heavy equipment operators surveyed were local residents. A preliminary analysis of 399 questionnaires showed that 54% of those surveyed were Alaskan residents (Anchorage Daily Times 9/7/74).

On Oct. 30, 1974, Sen. Harris' Sub-committee on Alaskan Employment Opportunities and Practices, held a hearing which centered on complaints about non-resident hiring practices of Operating Engineers Local 302.

Other Indicators. On Sept. 23, 1974, the executive director of the Alaska Plan, Frank Baily, resigned making the statement:

> "It's just too damn discouraging that no one wants to cooperate; no one ever works as fast as they could for more minorities and no two agencies have ever given me the same answer as to what is going on in Alaska relative to minority hire" (Anchorage Daily Times 9/23/74).

One of his major complaints was that "no one agency has taken the bull by the horns to fend for minority hire" (Anchorage Daily Times 9/23/74).

Just three days later, the executive director of Alaska's Human Rights Commission, Bill Vaudrin, resigned with similar complaints. In an Associated Press report, Vaudrin is quoted as saying, "Most unions, contractors and state people are just trying to protect themselves. They're not out to hire minorities" (Fairbanks Daily News-Miner 9/26/74). He complained that he wasn't given enough money to accomplish the tasks at hand.

Problems with Enforcement. Levels and types of enforcement activities could be used as an indicator of the extent of compliance with the laws requiring minority hire and Alaskan hire. However, the problems of fragmentation of agency services and lack of information discussed above inhibit activities of individual enforcement agencies. It appears that no single agency has enough of a grasp on what is happening with hiring practices to pursue its enforcement responsibilities.

Furthermore, most meetings concerning minority hire have been closed to the press and the public, thereby depriving citizens of information about how to relate to the bureaucratic and political morass surrounding minority hire problems. Thus, people who feel that they are not getting equal opportunity for employment in the pipeline project do not always know how to make their complaints heard or resolved by the appropriate enforcement agencies.

Many of the agencies designated to enforce the laws are either inaccessible, underfunded, or lacking in enforcement staff. For example, the Alaska Plan, which has been plagued by all of those problems, has only had one grievance brought before it.

The Human Rights Commission has neither the funding nor the personnel to handle all of the complaints which have been referred there. The Fairbanks office has been manned by two VISTA volunteers under the supervision of a director who has been absent since Sept. to function as acting executive director in Anchorage. When Bill Vaudrin resigned from his position as executive director in Sept.,there was a backlog of 207 pipeline-related discrimination cases, according to an Associated Press Report (Fairbanks Daily News-Miner 9/26/74). In an Associated Press Report on Oct. 15, 1974, State Pipeline Coordinator Chuck Champion reportedly stated that the Human Rights Commission has a backlog of 204 complaints and 2/3 of them are pipeline-related (Fairbanks Daily News-Miner 10/15/74). With only one equal opportunity compliance officer (an attorney), the Human Rights Commission has brought only one pipeline-related discrimination case to court. The case involving alleged discrimination by Brown and Root, Inc., a construction company working for BP Alaska, Inc., at Prudhoe Bay, entered into legal proceding in Sept.,1974.

The Alaska Dept. of Labor must take its cases to the Attorney General's offices. According to State Pipeline Coordinator Chuck Champion, the Dept. of Labor has "a considerable number" of pipeline cases awaiting action (Anchorage Daily Times 10/14/74).

U. S. Equal Employment Opportunity Commission, according to the Wall Street Journal (10/22/74), has a backlog of 100,000 cases, of which more than 20,000 have been on file more than two years.

The National Labor Relations Board has one office in Alaska, located in Anchorage.

Office of Federal Contract Compliance has one office in Anchorage directed by Pat Mayo. Ms. Mayo is also the federal advisor to the Alaska Plan and has expressed her reluctance to move from the voluntary plan to federal enforcement. She would prefer, as directed by Executive Order 11246, to use "methods of conference, conciliation, mediation, and persuasion."

Most of the enforcement agencies mentioned here only protect minority interests. According to Roger Lang, president of the Alaska Federation of Natives, there is no day-to-day access or mechanism for speedy enforcement of the Alaska Hire Law (Anchorage Daily News 8/20/74).

Consolidation. Under the Egan administration, a plan was formulated to consolidate state enforcement activities by establishing yet another enforcement agency under the auspices of the State Pipeline Coordinator's Office. According to this plan, a six-person staff would work with Alyeska and the EEOC on problems in meeting hiring quotas. The plan calls for the Human Rights Commission or the state Dept. of Labor to intervene if the field investigators cannot solve the hiring problems.

On Oct. 14,1974, the legislature's Budget and Audit Committee approved $148,000 to hire the six field investigators for two years, with the understanding that Alyeska would reimburse the state according to Sec. 18 (a) of the right-of-way lease which provides that the lessees reimburse the state for costs of monitoring the project.

Appointment of the field investigators was delayed, first due to the resignation of the executive director of the Human Rights Commission and then to await the appointment of a new Commissioner of Labor under the Hammond administration. According to Larry Michou, administrative officer for the State Pipeline Coordinator's Office, the plan may never materialize unless the Human Rights Commission, the Dept. of Labor, and the Pipeline Coordinator's Office reach an agreement on operational procedures. The Human Rights Commission opposes the idea of another agency to handle hiring problems. But, Alyeska will refuse to fund the positions unless they are used exclusively for pipeline-related problems, which can best be insured by putting the investigators in the Office of the Pipeline Coordinator. Mr. Michou feels that the investigators can be most effective in the Pipeline Coordinator's Office because they will have greater access to the construction camps than would individuals from other agencies.

Not only has the plan been delayed, but the number of proposed positions has been reduced by half. According to Mr. Michou, the six positions included in the original plan were administrator, assistant administrator, investigator in Anchorage, clerical/support person in Anchorage, investigator in Fairbanks, and clerical/support person in Fairbanks. The staff has been reduced to the two investigators (one each in Anchorage and Fairbanks) and the clerical person in Fairbanks.

Summary. An accurate assessment of the minority hire and Alaska hire situation relative to pipeline construction is difficult because of fragmented efforts on the parts of agencies to collect information and enforce the laws. However, information based upon surveys, hearings, and other indications strongly suggest that there is inadequate compliance with the terms of the Alaska Plan and the laws relating to resident hire. Enforcement of minority hire and Alaska hire laws is not being carried out by designated agencies to the extent that is necessary due to their inaccessibility, understaffing, and underfunding.

Alyeska Perspective. According to figures released by the Alyeska Pipeline Service Co., as related in Impact Information Center Report No. 4, about 67% of the workers employed on the pipeline project in August were Alaskan residents.

An interview for Alaska Industry magazine (Dec. 1974) quotes the president of Alyeska Pipeline Service Co., E. L. Patton, as stating: "We have not been able to find a qualified Alaskan who didn't get a job on the pipeline if he wanted it" (p. 58). According to this perspective, all Alaskan residents who feel that they are not receiving the benefits of the local hire laws, either have not tried to get a pipeline job or are not qualified for the jobs which are available.

State Sen. John Sackett, President of Doyon Ltd., the Interior Alaska native corporation, offered these remarks about Mr. Patton's comment:

> " At the time that this comment was made by Mr. Patton, in my opinion, not all qualified Alaskans, particularly minorities had an opportunity to work, although they desired such employment. The main factors contributing to this situation, I believe, were the inability of the State of Alaska to come in with training programs on a schedule to meet the demand for workers, the difficulty of being able to join unions, and the general lack of information throughout the state regarding the employment picture."

Since job training is the logical mechanism for qualifying Alaskans for jobs, this aspect of the problem is discussed next, followed by a discussion of job placement and union procedures.

JOB TRAINING

Job training is carried out through a number of agencies, programs, and interested groups in Alaska. The primary participants in job training in the construction industry are the labor unions, the Alaska Dept. of Labor, the U.S. Dept. of Labor, the Alaska Dept. of Education, and organizations whose primary concern is the welfare of Alaskan natives. Within each of these organizations there are numerous job training programs whose functions range from the funding of other programs to providing the actual training classes. A list of job training programs by agency, type of agency, and type of program is given in Figure 1.

In 1962, the federal Manpower Development Training Act (MDTA) established formal occupational training programs and subsidies through the federal government. Out of this grew many special training programs for economically disadvantaged and disabled persons funded by the federal government and administered by the state, including Job Corps, Neighborhood Youth Corps (NYC), Public Employment Program (PEP), and Work Incentive Program (WIN).

In 1973, the federal government consolidated its manpower programs under the Comprehensive Employment and Training Act (CETA). Under this plan, the federal government subsidizes state training programs for minority people, female heads of households, Viet-Nam era veterans, people under 22 years old, and poor and near-poor people. In FY 1975, more than $3.4 million in federal funds was allocated to the Northern Region of Alaska for job training, which represents 40% of the CETA money allocated to the State of Alaska. Parts of this budget go to recruitment, counseling, testing, placement in training programs, classroom instruction, subsidized on-the-job training (OJT), allowances for persons in training, supportive services such as child care, and public employment programs.

Figure 1

Job Training in Alaska

[E=employment subsidy; F=funding; M=monitoring; P=placement
R=referral; RC=recruitment; S=screening; T=training]

Program	Type Program	Agency	Dept.	Type Agency
CETA	F	(many listed below)	Dept. Labor	federal
Job Service	S,P	Alaska State Employment Office Employment Security Division	Dept. Labor	state
Rural Services	RC,S,T,P	Employment Security Division	Dept. Labor	state
--	T,P,F,E	Office of Vocational Rehabilitation	Dept. Education	state
Skill Center (Seward)	T	State Operated Schools	Dept. Education	state
Job Corps	T	State Operated Schools	Dept. Education	state
Vocational Ed.	T	Community College	Dept. Education	state
Vocational Ed.	T	Adult Career Development Ctr. (ACDC)	School District	borough
NYC	E	Rural Development Agency	Dept. of Community & Regional Affairs	state
WIN	T,E	Employment Secruity Division	Dept. Labor	state
OJT	T	Employment Security Division	Dept. Labor	state
--	F	--	Veterans Admin.	federal
--	T+,F	Bureau of Indian Affairs	Dept. Interior	federal
Apprenticeship	T	Labor unions	--	local
Appren. Outreach	T	Labor unions	--	local/state
Employment Service	T,P	Alaska Federation of Natives (AFN) - Fairbanks Native Association (FNA)	--	local/state
Minority Hire	M,S,R	Alaska Plan	--	state
PEP	T,E	Employment Security Division	Dept. Labor	state
Job 70	F	National Alliance of Businesses	--	national
Operation Hitchike	*,R,S,P	Alaska National Guard	Dept. Military Affairs	state

+ Training programs outside Alaska
* For rural communities only

Training for Pipeline Jobs

Although the oil pipeline construction project was anticipated since 1968, it was not until March of 1974, just one month before the actual construction began, that the State Dept. of Labor formulated a plan to train Alaskans for pipeline jobs. This plan depended upon a $1,373,100 subsidy from the Alyeska Pipeline Service Co. Dept. of Labor goals were to train 600 persons statewide in FY 1975.

In conjunction with this "planning" for pipeline jobs, the Alaska Dept. of Labor instituted the Alaska State Manpower Utilization System (ASMUS) to coordinate job training and placement activities. A summary of participants and their functions within the ASMUS plan is presented in flow-chart format in Figure 2.

On Nov. 15, 1974, the Employment Security Div. installed computer terminals in its Fairbanks, Anchorage, and Juneau offices, and began a Job Applicant Retrieval System (J.A.R.S.) or "Job Bank." Information on job applicants state-wide is fed into a computer and retrieved on a screen when employers call with job openings. With the installation of the Job Bank, the Alaska State Employment Centers have been attempting to upgrade their image through re-modeling their facilities and changing their name from "Employment Security Div." to "Job Service".

Evaluation of Job Training Programs

Are the changes in the Alaska Dept. of Labor merely cosmetic, or are they really training Alaskans for pipeline jobs? In a talk to the Dec. 11 meeting of the Regional Board of Directors of the Fairbanks Town and Village Economic Development Association, Inc., Spud Williams, Northern Regional Minority Employment Coordinator for Alyeska-AFN, stated that the state's failure to plan for pipeline jobs has put Alaskans in the position of never being able to catch-up with the training needed to meet the supply of jobs.

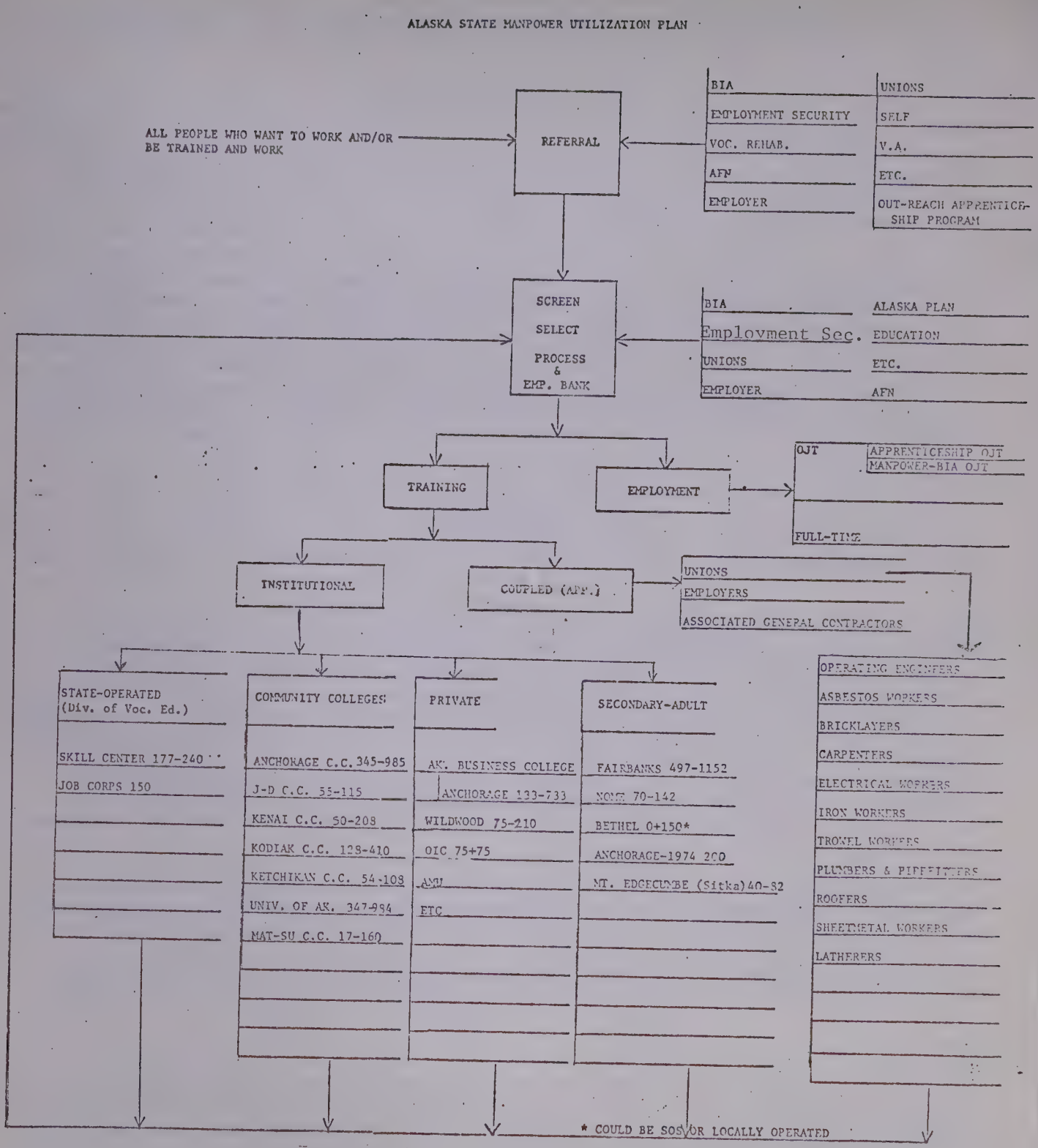
Current inadequacies are not only due to failure to plan for pipeline jobs, but also to the State's "inability to prioritize the need for recruitment, employment assistance, and training through the past ten years," according to State Sen. John Sackett. Sen. Sackett suggests that greater efforts must be made in rural Alaska and other areas where the unemployment rate is extremely high.

In a presentation to a "No-Host, No-Sponsor" breakfast in Fairbanks, Lou Ridle, state director of CETA, stated that one of the problems in training people for pipeline jobs is the lack of support for vocational education in Fairbanks, according to a Fairbanks Daily News-Miner report (8/1/74). Ridle said the Adult Career Development Center (ACDC) was making a contribution, but that other educational institutions would have to "loosen their belts" a little. Others have complained that the state Dept. of Education spends disproportionately small amounts on vocational education compared to college education in relation to the nature of available jobs.

Rural Alaskans have special difficulties obtaining job training. According to Elizabeth Cook, Rural Services Supervisor for the Northern Region Alaska State Employment Office, one of the major problems for village residents seeking job training is assessing the skills of those persons. A native resident of Ft. Yukon, who prefers to remain anonymous, complained that natives are often given screening tests or applications which require verbal skills rather than testing their skills at the specified job.

Lonny Thomas, director of Bechtel's native counseling program, tells of one village which was surveyed on five separate occasions to determine who was available for what kinds of pipeline jobs. Yet, by the end of Sept. no one from that village was hired.

Figure 2



Courtesy of
Alaska Dept. of Labor

Ms. Cook cites as other obstacles for rural residents the problems of getting information to people about available job offers and training. But, the greatest problem according to Ms. Cook, has been eliminating the duplication of effort by agencies working on behalf of various minority groups.

Although there has been a greater attempt at coordination between the state and unions recently, one problem stems from the fact that the state has trained people for jobs without having arranged for job placement through the unions prior to offering the training. The example most often cited is a building maintenance - warehousing training course offered last summer in which the state trained 20 to 30 persons and was unable to place any of them in jobs because none was available.

Ultimately, any evaluation of job training programs must consider the results, that is, the number of Alaskans trained. According to Joe Reese, Selection & Referral Officer for State Vocational Training, a total of 263 persons from the Northern Region were trained by the state for pipeline jobs in the period from Apr., 1974, through Jan., 1975. At the Seward Skills Center, 125 of those persons were trained, 84 of them trained to be laborers. In Fairbanks, 138 persons were trained. An additional 30 to 35 persons are currently in training. Mr. Reese said that CETA funds for FY/1974-75 were not released until Oct. and have not yet been implemented. An estimated 400 to 500 persons from the Northern Region are to be trained with CETA funds before the end of the fiscal year.

JOB PLACEMENT

Legal Responsibilities

According to state law (Title 38, Chapter 40, Local Hire Under State Leases), the Dept. of Labor is responsible for ensuring that contractors with state oil and gas leases meet local hire and minority hire requirements. Salient features of that law include Sec. 38.40.303(b), which orders the Commissioner of Labor to determine the amount of work to be performed by qualified Alaskan residents under state oil and gas leases. According to Roger Meltvedt, formerly Fairbanks compliance officer for the Dept. of Labor, no such goals had been set as of Dec. 15, 1975. Sec. 38.40.303(c) states that the Commissioner may require compliance with the terms and conditions of the Alaska Plan. This has not been done. Part of the administrative code for carrying out the local hire requirements, AAC 35.030, stipulates that contractors with oil and gas leases must list their employee requirements with an Alaska State Employment Office. According to Mr. Meltvedt, this has not been done.

The law requires that Alaskans must be hired before non-Alaskans. However, the law only provides for hearings about complaints if persons referred to an employer by the Dept. of Labor are rejected in favor of non-residents. This provision completely avoids the fact that unions are responsible for most referral for construction jobs. Because of this loophole, only one complaint has been made to the Dept. of Labor in relation to local hire, according to Mr. Meltvedt.

Labor Unions

The Trans-Alaska Pipeline System Project Agreement, a document outlining the relationship between Alyeska Pipeline Service Co. and most labor unions participating in the pipeline construction, stipulates in Article VI that contractors shall use exclusively the local unions' job referral systems. Part 6 of that article states:

> "6. The selection of applicants for referral to jobs shall be on a nondiscriminatory basis...and shall not be based on, or in any way affected by, union membership, or the lack thereof."

However, as reported in Impact Information Center Report No. 12, in general, unions refer union members first, "leaving non-union workers no recourse but to join a union if they want to obtain a pipeline job" (p. 7).

There are eleven local labor unions in Fairbanks which supply workers for the trans Alaska pipeline project:

Carpenters Union Local No. 1243
Culinary Workers Local 879
International Brotherhood of Electrical Workers Local No. 1547 (IBEW)
Iron Workers Local No. 751
Labor's International Union of North America Local No. 942
Operating Engineers Local No. 302
Painters Union Local No. 1555
Plasterers and Cement Masons Local No. 912
Plumbers and Steamfitters Local 375
Sheet Metal Workers' Union Local No. 72
Teamsters Union Local No. 959

The labor unions have separate and differing union halls, organizations, procedures, dues,and benefits.

Skilled trades generally distinguish two types of members: journeymen and apprentices. Unions which do not have those distinctions generally classify their members or prospective members according to their job experience and union tenure on either A, B, or C lists, with A being the most experienced and/or tenured, and C, the least. When a contractor or subcontractor calls the union with jobs, the more eligible people are dispatched before the less eligible ones.

Local unions have varying relationships with union members residing in other areas. Two examples, the Teamsters and the Operating Engineers, illustrate. The local Teamsters chapter covers the entire state. Thus, A cards from any area in the state are considered equal in bidding for jobs, as are B and C cards. Teamster cards from out-of-state, however, are ranked below Alaska cards, so that Alaskans will get jobs first. Operating Engineers Local 302, however, is based in Seattle. Alaska union halls are branches of the Seattle-based union, rather than independent locals. Although Alaska A and B list members are first preference on Alaska jobs, Alaska C list members come after Seattle A and B list members in assigning jobs. This makes it very difficult for Alaskans to be recruited into the Operating Engineers Union.

Depending upon the closeness of ties between the national and/or international labor organizations, local affiliates may prefer to assign jobs to union members from Outside rather than recruit Alaskans into the organization. Several unions have discouraged non-members from registering for employment by charging monthly registration fees.

Most unions have agreements with contractors that they will dispatch workers within 48 hours of the request. If dispatches are not made within that amount of time (weekends excluded), the contractors are free to hire non-union workers.

Minority Hire. Minority persons are not exempt from union rules. They may, however, be assisted in the initial training stages by the state, other agencies, or the unions. A contractor or subcontractor may request minority persons, or a percentage of minority persons, to be dispatched from the union hall. If the union cannot find enough minority persons, the contractor may hire non-union minority persons, but it is difficult to find trained individuals in that category.

Federal goals are 20% minority hire; whereas, Alaska Plan goals are 18% minority hire, and estimates made by Alaska Plan in Aug. suggest that the unions are averaging less that 14% minority hire (Anchorage Daily Times 8/20/74). Since the Alaska Plan is voluntary, unions cannot be forced to comply with minority hire quotas. This means that contractors who are trying to abide by federal standards may be hampered by an inability to obtain minority workers through the unions.

A case in point has been a reported conflict between Green Construction Co. and Associated Pipeline Contractors, Inc., and the Teamsters. According to letters quoted in the All Alaska Weekly (11/8/74), Randell Parker, Equal Employment Opportunity and Training Specialist at Green charged the Teamsters with failing to dispatch minorities as requested. Parker is quoted as writing:

> "If your local has as high a minority membership as you claim overall, I'm still curious as to where they are at. Green Associated being the largest contractor ought to be representative of your membership. It is not reflected by dispatches here."

According to Kris Katsekures, Business Manager for the Teamsters local, the problem is that minority persons are going directly to the contractor's office to solicit jobs. The minority person then goes to the union and says that the company wants him and expects to be dispatched. The union can honor requests for specific individuals from the contractor if those persons previously worked for the company for a specified number of hours. However, dispatching a person who is not requested under those conditions is against union rules. Thus, according to Mr. Katsekures' explanation, it appears that the union is discriminating against minority persons when, in fact, the union is applying the rules in a non-discriminatory fashion.

The 48-hour limit on dispatching which the unions abide by poses problems in hiring rural Alaskan natives, according to Elizabeth Cook, Rural Services Supervisor for Northern Region State Manpower Service. There are often problems communicating with villages to let people willing to work know about job opportunities. This compounds the problem of getting to Fairbanks within 48 hours to answer the union call, according to Ms. Cook. One alternative is for prospective employees from the villages to stay in Fairbanks awaiting union calls. Due to the housing shortage and the high cost of living in Fairbanks, however, it is difficult for an unemployed person to do that. Another alternative suggested by Ms. Cook is to change the 48-hour limit so that rural people have a greater opportunity to bid for jobs. Georse Wise, member of the Joint Crafts Council, believes that problems need not exist with the 48-hour limit. He says that it is the duty of union business agents to anticipate union calls. They can inform people in the villages about anticipated calls so that they may come to town in time to bid on a job. Spud Williams, Alyeska-AFN Minority Employment Coordinator for the Northern Region, says that people from the villages can't afford to wait a week for jobs or training to begin. He suggests subsidized support, such as a rooming house.

Alaska Hire. According to Darlene Pasley, Supervisor of the Employment Security Division for the Northern Region, the problems which face rural Alaskans and Alaskans from other urban areas are communication and transportation. Since union members are dispatched to Northern pipeline jobs from Fairbanks, they must be in Fairbanks within 48 hours of a call. Non-native Alaskans must pay for their own transportation to Fairbanks.

Another problem is determining who are Alaska residents. The law defines "resident" as a person who "(1) except for brief intervals or military service has been physically present in the state for a period of one year immediately prior to the time he enters into a contract or employment; and (2) maintains a place of residence within the state; and (3) has established a residency for voting purposes within the state; and (4) has not, within the period of required residency, claimed residency in another state; and (5)

shows by all attending circumstances that his intent is to make Alaska n... ...nent residence" (Sec. 38.40.090). Although the definition is clearly written, the practical application in determining each of the qualifications for each individual seeking work in Alaska is difficult.

In hiring practices, it appears that the prime evidence of Alaska residency is being able to produce an Alaska driver's license. Unions and contractors have told job seekers from out-of-state to obtain local drivers licenses in order to qualify as Alaska residents for jobs, according to a report in the Anchorage Daily Times (8/14/74). Obtaining an Alaska driver's license requires $5 and may be accomplished in one day, even the first day a person arrives in Alaska. Using this criterion, it is difficult for unions, or contractors, or monitoring agencies to determine who is an Alaska resident and to give preference to Alaskans in hiring.

Problems in placing qualified Alaskans on pipeline jobs go back to the problems of training, according to George Wise, who is coordinator of the Plumbers/Pipefitters Joint Apprentice Training Committee. Mr. Wise says he needs more funds to train more Alaskans to put them on the work rolls. In recent months, Local 375 has had to go to the Outside to fill work orders because of the lack of qualified Alaskans. Mr. Wise states that if his training committee had had the money to train Alaskan plumber-pipefitters, there could have been at least 30 more on the job this past construction season. He said the committee requested funds for 48 weeks of training for plumber-pipefitters apprentices and welders apprentices for 75 persons. The union only received 1/3 of the funds requested, which will enable 25 persons to be trained for 16 weeks, or 750 hours. The training center at Geraghty Street can accommodate 200 apprentices per year. "Next season there will be a need to dispatch approximately 400 welders," says Mr. Wise, "but,unless we get on the ball and train more Alaskans, the percentage of Outside workers that must be called in will continue at the same rate or become larger."

ANALYSIS AND CONCLUSIONS

Summary of Findings

Findings of this report may be summarized as follows:

- Alaska hire and minority hire is mandated by law.
- Enforcement of the laws, particularly minority hire laws, is in the hands of many agencies, and no one agency is strong enough to deal with the problem.
- The primary mechanism of minority hire compliance is the Alaska Plan, which is voluntary and therefore unenforcable.
- There has been no independent agency for collecting information to determine actual levels of Alaska hire and minority hire.
- Many Alaskans who would like to work on pipeline jobs do not have the requisite training and skills.
- Many agencies are responsible for job training, none of which planned ahead for the pipeline construction.
- The mechanisms of job placement through the unions pose some obstacles to hiring Alaskans and minorities, particularly those who have not previously been union members.

Analysis

Alaska hire and minority hire involve numerous components both at the individual level and the institutional level. In addition to employees and employers, the Alaska and minority hire situations involve many agencies for the enforcement of the laws, for job training, and job placement. For each aspect - enforcement, training, placement - the situation has been complicated due to this fragmented, rather than a central, unified approach. Each of the agencies responsible for enforcement, training, and placement is struggling for funds, for the manpower to provide the necessary services, and for power to accomplish its individual goals.

Results of this fragmentation are at least three-fold. First, it serves to confuse both prospective employer, and especially, prospective employees. It has made the task of seeking a pipeline job more difficult for Alaskans who do not know how the systems function and how to function within them. Second, it is likely that the cry of each agency that it is not getting enough funds to function adequately, is largely due to the fact that existing funds are scattered over such a broad spectrum of agencies that none is capable of accomplishing the tasks at hand, and much of the funding is allocated to administrative costs in each agency.

"Divide and conquer" appears to be the third effect of the fragmentation. The division of responsibilities between agencies means that no agency knows what all the other agencies are doing, and no agency can get a firm grasp of the minority and local hire situations. Without a knowledge of the existing situation, Alaska resident and minority hire cannot be monitored and deficiencies cannot be remedied. They then become problems of such a magnitude that no one agency is capable of handling them.

It is possible that some of these problems could be ironed out in the long-run. But, there is no "long-run" for trans Alaska oil pipeline construction. The entire project is scheduled to be completed within a 3-year period. To optimize work opportunities for minority persons and Alaskans, training ought to have been done prior to the beginning of construction. Organizing a coordinated approach to enforcement of minority hire and Alaska hire laws relative to the pipeline after the first of two major construction seasons is over, is nearly a futile effort. It is too late to plan ahead properly and given the short duration of the pipeline construction project resident Alaskans and minority persons will further be denied the job opportunities to which many believe they are legally entitled unless prompt action is taken to counteract that trend. However, delays appear to persist on all fronts - enforcement, training, and job placement.

Conclusions

A review of the legal aspects of minority hire and Alaska resident hire indicates that the state and federal governments have some legal power to assure Alaskan residents and minority persons of opportunities for employment on the trans Alaska oil pipeline project. The problems which appear to exist in effecting preferential hiring for Alaskans and equal opportunity in employment for women and minority persons might legally be solved if the state and federal governments were truly committed to those goals. The inability to accomplish a greater degree of minority hire and Alaska hire may be attributed either to administrative incompetence and/or lack of commitment.

The question of commitment completes the circle and brings the problems of minority hire and Alaska hire back to the beginning of this report. State Sen. John Sackett has stated the opinion that "there has been a very distinct lack of advocacy on the part of State administration regarding Alaskan employment, particularly with regard to minorities."

According to Larry Michou, administrative officer for the state Pipeline Coordinator's Office, commitment to Alaska hire must be somewhat reserved. Neither the Dept. of Labor nor the Pipeline Coordinator's Office wants to push Alaska hire so strongly that a court case would result, because it is feared that the Alaska hire law would be found to be unconstitutional. So, the law is used as stimulus for Alaska hire, rather than as a mandate. This, in turn, inhibits the effectiveness of the enforcement agencies and gives license to lenience in job placement on the parts of unions.

According to Mr. Michou, the Pipeline Coordinator would use his power to halt construction on one segment of the pipeline project, if it could be demonstrated that resident Alaskans or minority persons were being discriminated against. The key to that type of enforcement is tanglible evidence of discrimination. That can only be done through producing relevant information. But, at this time, there is no mechanism for effectively gathering that type of information.

As long as delaying action and fragmented services among various agencies continue, there can be no adequate information to identify problems in employment practices, nor steps taken to remedy those problems.

APPENDIX I: LOCATION OF AGENCIES FOR COMPLAINTS

Agencies:

Alaska Plan
1415 Cushman, Rm. 204
Fairbanks, Alaska
Phone: 456-7718

Equal Employment Opportunity
Pat Mayo, Alaska Region Manager
204 E. Fifth Ave.
Anchorage, Alaska
Phone: 265-5376

Human Rights Commission
602 Barnette
(1st Floor State Bldg.)
Fairbanks, Alaska
Phone: 452-1561

Labor Law Compliance Division
1415 Cushman, Rm. 205
Fairbanks, Alaska
Phone: 452-3060

National Association for the Advancement of Colored People (NAACP)
J. P. Jones, President
1710 Cushman
Fairbanks, Alaska
Phone: 456-6703

State Pipeline Coordinator's Office
P. O. Box 1782
Anchorage, Alaska
Phone: 279-1502

Also contact local legislators whose Juneau address is Pouch V, State Capital Bldg., Juneau, Alaska 99801, and may be contacted locally as follows:

Representative Frederic E. Brown
215 Sixth Ave.
Fairbanks, Alaska

Representative Mike Bradner
915 Kellum St.
Fairbanks, Alaska

Senator John Butrovich
1039 Fifth Ave.
Fairbanks, Alaska

Representative Stephen C. Cowper
215 Nerland Bldg.
Fairbanks, Alaska

Representative Glenn Hackney
1136 Sunset Drive
Fairbanks, Alaska

Senator John Huber
P. O. Box 2591
Fairbanks, Alaska 99707

Senator Terry Miller
Box 80869
College, Alaska 99701

Representative Charles H. Parr
6½ Mile Chena Hot Springs Rd.
Fairbanks, Alaska

Representative Tim Wallis
P. O. Box 200
Fairbanks, Alaska 99707

APPENDIX II: LOCATION OF AGENCIES FOR JOB PLACEMENT AND/OR TRAINING

Agencies

AFN/FNA Employment Center
102 Lacey Street,
Fairbanks, Alaska
Phone: 452-1648

Alaska Plan
1415 Cushman, Suite 204
Fairbanks, Alaska
Phone: 456-3060

Bureau of Indian Affairs (BIA)
950 Cowles Street
Fairbanks, Alaska
Phone: 452-1951

Employment Security Division-
Industrial Office
2018 Cushman (Tesco Bldg.)
Fairbanks, Alaska
Phone: 452-1893

Training Only:

Adult Career Development Center
University & Geist Road
Fairbanks, Alaska
Phone: 479-2261

Apprentice Outreach Program
315 5th Ave.
Fairbanks, Alaska
Phone: 456-6030

Tanana Valley Community College
Phone: 479-2261 or 479-7035

Labor Unions

Carpenters Union Local 1243
315 5th
Fairbanks, Alaska
Phone: 452-3862

Culinary Workers Local 879
909 First Ave.
Fairbanks, Alaska
Phone: 452-2332 or 456-6545

International Brotherhood of Electrical
Workers Local 1547
315 5th Ave.
Fairbanks, Alaska
Phone: 456-4249 or 456-4248

Iron Workers Local 751
315 5th Ave.
Fairbanks, Alaska
Phone: 452-5989

Labor's International Union Local 942
305 Noble
Fairbanks, Alaska
Phone: 456-4584

Operating Engineers Local 302
817 1st Ave.
Fairbanks, Alaska
Phone: 452-2526

Painter's Union Local 1555
315 5th
Fairbanks, Alaska
Phone: 456-5045

Plaster's and Cement Masons Local 912
315 5th Ave.
Fairbanks, Alaska
Phone: 456-4619

Plumbers and Steamfitters Local 375
3568 Geraghty
Fairbanks, Alaska
Phone: 479-4154 or 479-6935

Sheet Metal Workers' Union Local 72
315 5th Ave.
Fairbanks, Alaska
Phone: 452-3864

Teamsters Union Local 959
330 Wendell
Fairbanks,Alaska
Phone: 456-5238 or 452-2587

Carpenter's Union Local No. 1243

Journeyman card: $250.00
$20.00 bldg. assessment

Dues: winter 1½ x hourly rate per month
summer 2½ x hourly rate per month
$12.53 per hour

$250.00 must be paid before a person starts employment. Examinations for new applicants are given on the third Tuesday of each month. Applicant must pay $10.00 to take the exam and bring own tools. Registration is on the third Monday of each month.

Culinary Workers Local No. 879		CARD	DUES
Cook	Town	75.00	10.00 per month
	Camp	200.00	11.50 per month
Dishwasher	Town	40.00	9.00 per month
Kitchen Helper	Camp	150.00	11.50 per month
Bartender	Town	75.00	10.00 per month
Bull Cook		150.00	11.50 per month

International Brotherhood of Electrical Workers Local No. 1547

A represents journeyman member in Book I.

BA represents members with less benefits like GVEA, telephone installer, etc.

	CARD	DUES
A	102.00	Journeyman $15.30 + 1½% of gross salary Apprentice 14.80 + 1½% of gross salary
BA	100.00	$4.10 = 1½% of gross salary

A and BA must pay 25% of the card in ninety days.

Laborer's Local No. 942	CARD	DUES
Laborer	13.00	6.00 (May to Oct.)
After two months of employment	6.00	4.00 (Nov. to Apr.)

An additional dues check off of 20¢ per hour is deducted from his paycheck. He has thirty days after he joins to pay his $200.00 initiation fee. New members pay building assessment of $25 after 60 days.

Operating Engineers Local No. 302

Apprentice card: $375.00 Dues: 12.00 per month (30-45 days to pay card)
Journeyman card: 436.00 Dues: 13.00 per month (30-45 days to pay card)

An additional 10¢ per hour is deducted from the pay check for the training of future members. Also, 25¢ deducted for maintenance.

Painter Union Local No. 1555

$325.00 initiation fee
$ 48.90 quarterly dues
building assessment annually of $27.50

Plasters & Cement Masons Local No. 912

Journeyman Card: $1,307.00; Journeyman has to pay $1,307.00 initiation fee before he's dispatched.

Journeymen have to pay union dues of $11.00 per month regardless if they are employed.

Journeymen are given three months to pay union dues. There is a $10.00 charge for reinstatement plus the three months of back dues.

Plumbers & Steamfitters Local No. 375

Same as Plasters & Cement Masons.

Sheet Metal Union Local No. 72

Journeyman pays $1,475.00 for initiation fee.
Assessments of 30¢ per hour deducted from check.

Teamsters Union Local No. 959

Construction Jobs

Initiation of $401.00 payable 15 days after a person is dispatched. A member is then payed up for three months in advance. After the three month period, dues are $12.00 monthly payable before the 15th of the month or $17.00 after the 15th of the month.

Surveying Jobs

Initiation is $351.00 with the above conditions applying on Local Cartage Jobs: (short term local employment) initiation is $326.00. but cannot be payed until after 173 work hours, lest a person too easily acquire an "A" list status. The rest is the same as above.

A person may "Dobie" by paying $10.00 monthly until he is dispatched, but must await his turn on the "C" list.

A member who has dropped his membership payments for a period exceeding 90 days, is charged $100.00 for reinstatement and $36.00 back dues payment.

References

All Alaska Weekly

8-30-74 Alaska Plan opens office here.

9-6-74 Officials to press for local hire.

9-6-74 Nuggeteer.

11-8-74 Unions hit on minority hire.

Alyeska Pipeline Service Company News Releases

11-22-74 (news release no. 260 - no title)

11-23-84 (news release no. 262 - no title)

Anchorage Daily News

7-29-74 Fairbanks' First Avenue - wait and whittle.

8-12-74 Pipeline labor charges difficult to document.

8-14-74 The bread and butter jobs.

8-19-74 Alyeska reports high job turnover

8-19-74 U.S. line job stand criticized.

8-20-74 Legislators hear line complaints.

8-20-74 Native leaders hit hiring.

8-23-74 Alaskans train for line work.

8-29-74 Paul Eggert will head NLRB's Alaska office.

11-30-74 Alyeska president sees few new Alaska jobs.

12-13-74 Alyeska warned on hiring.

Anchorage Daily Times

8-2-74 Many meet in Valdez to check out charges.

8-2-74 State to probe resident hiring.

8-14-74 Outside job seekers pack license bureau.

8-16-74 Teamster talks on hiring.

8-20-74 Minority plan in hot water.

9-7-74 Egan: Studies not clear on Alyeska resident hire.

9-11-74 Sex prejudice charge hits construction firm.

Anchorage Daily Times (continued)

9-23-74	Minority hire chief gives up job.
10-1-74	Officials believe Alaska plan just needs time to work.
10-11-74	State to push local hire law hard.
10-11-74	Pipeline job charges fly.
10-12-74	Leaders call for Native training programs.
10-14-74	Line hire checks to increase.
10-16-74	'Hire Team' to be named.
10-21-74	Study sees 211,400 workers.
10-22-74	Alyeska notifies minority contractors of service and material needs.
10-26-74	Meet is set to discuss minority hire
10-31-74	Alaskans tell legislators local hire hasn't worked.
11-14-74	Line minority problems are topics.
11-15-74	Minorities agree 'Alaskans first'.
11-23-74	Alyeska files minority plan.

Daily News Miner

8-1-74	Increase in local work force predicted.
9-17-74	Gravel bill seeks policy on local hire.
9-26-74	Human rights executive quits after threats, harassment.
10-15-74	Hiring investigators get $148,300 budget.
12-14-74	Alyeska officers on the way to Washington on hiring plan.

Tundra Times

8-28-74	Natives work at Alyeska's Franklin Bluffs camp.

Wall Street Journal

8-21-74	Lawyer William Gould prods courts to end job bias; his activism sometimes irks peers.
8-27-74	NLRB indicates way construction unions can fight bias charges.
10-22-74	The anti-bias bottleneck.

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